

Carrie Hoffman

Partner

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Dallas

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Carrie Hoffman represents and counsels major employers nationwide in all areas of labor and employment law across a wide range of industries, including retail and hospitality. She serves as chair of Foley's Labor & Employment Practice Group, and is highly regarded for her experience with wage and hour issues as well as employment discrimination and retaliation claims. She regularly reviews and drafts employment agreements — such as covenants not to compete — and advises clients on a wide variety of labor and employment issues such as:

- Workplace safety
- Workplace harassment
- Union avoidance and election campaigns
- Leaves of absence
- Hiring, termination, and severance policies and procedures
- Litigation avoidance

Carrie has defended clients throughout the U.S. in major employment litigation at both the federal and state court level, including class and collective actions. She also represents employers in investigations and audits by agencies such as the Equal Employment Opportunity Commission, Texas Workforce Commission, the National Labor Relations Board, and the U.S. Department of Labor.

Clients have a high regard for Carrie's knowledge of wage and hour laws as well as her practical approach to problem solving and direct manner.

Awards and Recognition

- Stand-out Lawyer, *Thomson Reuters* (2025)
- Selected by her peers for inclusion in *The Best Lawyers in America*® in the fields of Employment Law – Management (2013-2024) and Litigation – Labor & Employment (2013-2024)

- Named the *Best Lawyers*® 2021 Litigation – Labor & Employment “Lawyer of the Year” in Dallas
- Recognized, Best Lawyers in Dallas, *D Magazine*, Labor & Employment (2016, 2017)
- Recognized, Texas *Super Lawyers*®, a Thomson Reuters business, as published in *Texas Super Lawyers Magazine*, Employment & Labor (2003-2017)
- Honored, Dallas Top 50 Women Lawyers Award, Texas Diversity Council (2017)
- Recognized, The Best Lawyers Under 40 in Dallas, *D Magazine* (2004)
- Recognized, AV Preeminent® 5.0 out of 5 Peer Review Rated, Martindale-Hubbell® Peer Review Ratings™

Affiliations

- Member, State Bar of Texas
- Board-certified, Labor and Employment Law, Texas Board of Legal Specialization
- Member, Dallas Bar Association
- Member, Wage and Hour Defense Institute

Community Involvement

- Graduate, Dallas Regional Chamber, Leadership Dallas (2012)
- Member, Big Thought
 - Former director
 - Former chair, Human Resources Committee
 - Member, Operations Committee
 - Member, Legal & Risk Management Committee
- Former co-chair, Parish Episcopal School Spring Picnic (2007, 2008)
- Former secretary, Parent Teacher Organization, JCC Preschool (2004)
- Graduate, Leadership Arts Institute (2003, 2004)

Sectors

- [Automotive](#)
- [Energy & Infrastructure](#)
- [Innovative Technology](#)
- [Manufacturing](#)
- [Racial Justice & Equity](#)
- [Retail](#)
- [Smart Manufacturing](#)
- [Supply Chain](#)

Practice Areas

- [Direct Selling & Multi-Level Marketing](#)
- [Energy Litigation](#)
- [Labor & Employment](#)

- [Litigation](#)
- [Privacy, Security & Information Management](#)

Education

- University of Texas School of Law (J.D., with honors, 1993)
- Baylor University (B.A., magna cum laude, 1990)

Admissions

- Texas State Courts (1993)
- U.S. District Court for the Eastern District of Texas
- U.S. District Court for the Northern District of Texas
- U.S. District Court for the Southern District of Texas
- U.S. District Court for the Western District of Texas
- U.S. District Court for the District of Arizona (1996)
- U.S. District Court for the District of Colorado (1997)
- 5th U.S. Circuit Court of Appeals (1996)